



## Purpose & Summary

This report serves to give an update of progress on the initiatives supporting the Department of Corrections (DOC) strategic plan. The information provided in this report is based on tracking the progress of each initiative against their project milestones. We have included charts and tables to highlight the progress and distribution of the initiatives.

Strategic initiatives progress summary as of September 30, 2022:

- There are 19 initiatives to focus on this fiscal year.
- The majority (84%) of initiatives are in the implementation phase.
- Supervisory Onboarding will have implementation recommendations by end of the calendar year.
- See the initiative highlights below for more status updates.

## Statistics & Analysis

### Progress by Theme

The 19 initiatives for focus in FY2023 are divided among the placemat themes as follows: Five (5) under a safer work environment, nine (9) under improving the workforce, and five (5) are under reducing risk and recidivism. The table below shows how they have progressed by theme. The majority of initiatives are in implementation planning.

**Table 1: FY23 Progress of Strategic Plan Projects by Theme**

|                                | Initiative Status |          |             |
|--------------------------------|-------------------|----------|-------------|
| Placemat Themes                | Implementation    | Planning | Development |
| Safer Work Environment (5)     | 80%               | 0%       | 20%         |
| Improving Workforce (9)        | 44%               | 44%      | 12%         |
| Reducing Risk & Recidivism (5) | 80%               | 20%      | 0%          |

### Overall Progress

In the last month, the progress has remained the same throughout the placemat themes and status.



## Progress by Division

Of the 19 Initiatives, 16 are in implementation or implementation planning. DHS continues to have the largest number of initiatives at seven (7) representing 37% of the initiatives in progress. There are no pilots from the current placemat initiatives.

**Table 2: Project Status by Division Responsibility**

| <u>Progress and Assignment By Division</u> |                |            |                |             |            |            |
|--|----------------|------------|----------------|-------------|------------|------------|
| <u>Status</u>                              | <u>Overall</u> | <u>OOD</u> | <u>P&amp;P</u> | <u>DORS</u> | <u>DAI</u> | <u>DHS</u> |
| Planning Team                              | 1              | 0          | 0              | 0           | 0          | 1          |
| Implementation Planning                    | 7              | 0          | 0              | 3           | 2          | 2          |
| Implementation                             | 9              | 2          | 0              | 2           | 1          | 4          |
| In Development                             | 2              | 1          | 0              | 0           | 1          | 0          |
| <u>Total Initiatives</u>                   | <u>19</u>      | <u>3</u>   | <u>0</u>       | <u>5</u>    | <u>4</u>   | <u>7</u>   |



## FY2023 Initiative Highlights as of August 31, 2022

### 11.208 - Improved External Classification System (DAI)

Implementation Planning

- Meeting in October to determine next steps.

### 11.209 - Improved Internal Classification System (DAI)

In Development

- Planning will begin after implementation of external classification.

### 11.212 - Transition to Electronic Files to Support Information Access (DHS)

Implementation Planning

- AEM has been added to computers for testing.

### 12.104 - Automated Time Keeping System for DAI (DAI)

In Implementation

- New project manager assigned by TimeClock; working with DAI to recalibrate the project.

### 12.201 – Increase P&P Fleet (OD)

Implementation

- Order has been placed and waiting on receipt of vehicles.

### 21.202 - Develop On-Boarding for Supervisory Positions (DHS)

Implementation

- Oversight team meeting held.
- Divisional teams to begin meeting for specific implementation plan.

### 21.211 – Financial Training for Staff with Purchasing Authority (OD)

Pending (In Development)

- This is dependent on the timeline for the new ERP.
- Once the decision is made on ERP a team can be developed.

### 21.212 - Western Training Academy (DHS)

Implementation

- Project team leads have been established for implementation.
- Training Academy is working with Planning and Grants to track progress for each project team.
- A timeline for activities is being developed for progress tracking.



## 21.214 - Expand Recruitment Efforts (DHS)

### Implementation

- Recruitment team continues to report on applications, interviews and hiring for CO I in the monthly Talent Management Report.

## 21.406 - Trauma Support for Staff (DHS)

### Implementation

- Next Post Critical Incident Seminar is scheduled for November 2-4, 2022.
- Critical Incident Stress Management training was held in September.

## 21.407 – Zero Suicides Standards (DHS)

### Implementation Planning

- Communications to staff is planned to bring awareness to the initiative as progress is made towards a culture shift.
- Zero Suicide survey to be sent out in conjunction with wellness survey.
- The team is working to finalize recommended processes, for staff, when someone is in crisis.

## 22.105 - Redevelop the Intranet (OD)

### Implementation

- Awaiting contract from OA.

## 22.107 - Develop Equity, Diversity & Inclusion (EDI) Policy (DHS)

### Planning

- Team is providing feedback on the final report.
- Meeting scheduled for October 21, 2022 to review the final report.

## 22.303 - Trauma Informed Culture (DORS)

### Implementation

- Asst Division Director of Reentry and Education to provide timeline for implementation efforts and Advisory Team meetings.
- DORS Division Director and Asst Director meeting in October to discuss next steps.

## 31.116 – Expand Higher Education Opportunities (DORS)

### Implementation

- Lincoln University started providing classes at JCCC.
- Central Methodist started classes at ACC, FRDC and TCC, with plans to expand to MCC.
- Expansion of Missouri State providing to MECC, WERDCC, and NECC, with original services continuing at CCC.
- Ashland University is enrolling new students beginning in October.

## 31.114 - Programming to Conform to Evidence Based Practice (DAI)

### Implementation Planning

- DAI and Planning Unit to meet in October to discuss tracking of initiative progress.



## 31.115 - Mental Health and Substance Use Treatment Standards (DORS)

### Implementation Planning

- Working to finalize the program manual.
- Formal team meetings are on hold until beginning of 2023.
- Implementation handoff discussions will begin in 2023.

## 31.209 - Program Model for Court Referred Short-Term Offenders (DORS)

### Implementation Planning

- The final report is being drafted to gather team feedback.
- A meeting is scheduled for November to discuss additional team recommendations.

## 31.210 – Smart Probation Grant (DORS)

### Implementation Planning

- The team will be identifying policy updates needed for move to Regional Behavioral Health Specialists.
- The team meets every other Friday for implementation planning.

## FY24 Initiatives:

### Outreach and Family Support for DOC Families (DHS)

- Initiative number will be determined.
- First meeting held in September to discuss scope and desired outcomes for the initiative.
- Team is reviewing the Desert Waters lesson plan for families.

## Initiatives from Previous Placemats - with Actions Pending

### 11.101 - Staffing Pattern & Shift Analysis (DAI)

#### Implementation

- Under review by DAI Division Director.

### 11.105 - Administrative Segregation Programming (DAI)

- Final report is in draft, pending final review by team.
- Presentation to be scheduled.

### 11.211 - Offender Suicide Prevention (DORS)

#### Pilot

- Standing Committee will meet in October and discuss the pilot planning.

### 11.216 - P&P Safety, Security & Critical Incidents (P&P)

- Final meeting scheduled for November to review electronic reporting.



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## **31.110 - Difficult Discharge (DAI)**

- Procedure has been published. This initiative is now in monitoring.




## **31.207– Institutional Peer Specialist (DORS)**

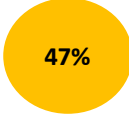



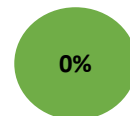
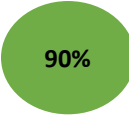

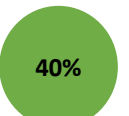

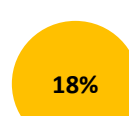
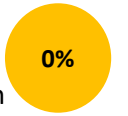
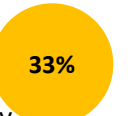
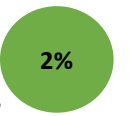


### **Pilot**

- October 11, 2022 for final review of Exec Team.
- Pilot planning team met in September in anticipation of final approval to determine next steps.

# Strategic Clarity – Initiative Dashboard

A=Active IP=Implementation Planning I=Implementation D= Development C=Complete

On Track   
Off Tack with Plan   
Off Track with no Plan 

|                            |  |  |   |  |  |
|----------------------------|--|--|---|--|--|
| Safer Work Environment     | Improved External Classification System (IP)    | Improved Internal Classification System (D)    | Transition to Electronic Files (A)     | Automated Time Keeping for DAI (I)                            | Increase P&P Fleet (A)                              |
| Improving Workforce        | Develop Onboarding for Supervisory Positions (IP)                                     | Western Training Academy (IP)   | Trauma Support for Staff (I)           | Redevelop Intranet (I)                                        | Adopt Trauma Informed Culture at Institutions (IP)  |
| Reducing Risk & Recidivism | Institutional Programming and Activities Conform with Evidence Based Practice (IP)  | Develop Integrated Mental Health and Substance Use Treatment Philosophy and Standard (IP)  | Expand Education Opportunities (IP)  | Program Model for Court Referred Short-Term Offenders (IP)  | Smart Probation Grant (A)                         |

